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ABSTRACT

This guide to working with adult learners approaches the job of the instructor from a threefold perspective that focuses on the role of the instructor as a professional, the needs of the learner, and the instructional process and related technology. Chapter 1 examines the role of an effective instructor as a behavior model and change agent. Instructional communication (speaking, platform, listening, and questioning skills) and interaction among instructors and learners is covered next. In chapter 3, the adult learning process is analyzed within the context of Gagne's learning theories. The next three chapters outline procedures for writing and using instructional objectives, evaluating instruction and constructing and evaluating tests, and developing lesson plans for effective instruction. Chapter 7 covers methods of instructional delivery in classrooms, laboratories, and on-the-job training settings. Procedures for motivating adult learners (including techniques for using learners' needs to enhance motivation and specific instructional processes that enhance motivation) are presented in chapter 8. Chapter 9 outlines a procedure for comprehensive lesson, course, and program evaluation. The final chapter includes specific techniques for managing learning environments and using various media (instructional aids, computer-assisted instruction, and computer-managed instruction) to enhance the learning environment. Contains 84 references. (MN)

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